



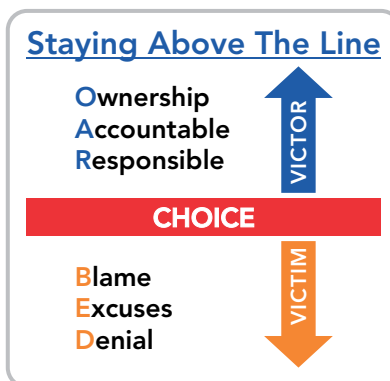
# PERFORMANCE EXCELLENCE THROUGH OAR Ownership, Accountability & Responsibility

## Each OAR Matters! Synchronization of Each Leads to Victory

Leadership cannot be taught. It can only be modeled and developed from within. Leadership development is an ongoing process of coaching people to courageously examine their current reality, and take purposeful action towards realizing their goals.

For leaders to build a high-performance organization, it becomes imperative for each employee to be accountable, take responsibility and build ownership of the organizational and personal Goals. This leads to a culture of OAR which further heightens trust at workplace.

This workshop enables all the leaders to learn how to champion OAR within themselves and then augment the same in their subordinates.



## Target Group

This training is designed for leaders wishing to improve their own ownership, accountability and responsibility along with that of their team and their organization.

## Approach

The program has a practical and an experiential approach, sharing best practices while helping people to get sensitized and take the onus of their transition. The program comprises various activities wherein the participants interact with one another, in discussion sessions and structured activities. Participants will be encouraged to bring their own challenges to the table, and work on them, enabling real solutions to emerge.

## Topics

- ✓ Focus on Personal & Team Results
- ✓ Understanding OAR-Ownership, Accountability and Responsibility
- ✓ Approach- "I-You-WE"
- ✓ Behavior involved in OAR
- ✓ Exploring "Self"
- ✓ Getting clarity of roles and responsibilities
- ✓ Setting right kind of goals
- ✓ Being futuristic by applying proactive approach
- ✓ Removing defense mechanisms
- ✓ Interest Based Approach
- ✓ Empowerment and Enablement
  - Coaching
  - Delegation
  - Mentoring
  - Giving & Receiving Feedback
- ✓ Intrapersonal and Interpersonal Communication
- ✓ Developing Relational intelligence to enhance ownership culture
- ✓ Continuous Improvement Cycle

## Training Outcome

At the end of this training you will be able to implement a continuous improvement cycle that will help you build a high performance organisation.

## Duration

One Day

## The Facilitator

### **Ms. Suman Singh**

Suman Singh is a capable learning consultant and a professional coach, helping people, teams and organizations improve performance, happiness and alignment within their own stories.

She has a career span of sixteen years in training, learning, corporate and academics. Being associated to the environment of the armed forces, she understands how training becomes an integral part of all development processes.

She is very passionate about behaviours and firmly believes that people are the face of any organization. Hence, strongly advocates the fact that their training and coaching can bring a marked improvement in the efficiency and motivation levels in an organization.

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